

## LABOR CODE OF THE PHILIPPINES (Book 1 Pre-Employment)

1. Article 12 is the policy of the State to regulate the employment of aliens?
  - a. **True**
  - b. False, the State discourages discrimination against all workers especially foreign nationals.  
\* including the establishment of a registration and/or work permit system
2. Article 13. This term means any member of the labor force, whether employed or unemployed.
  - a. Manpower
  - b. Labor
  - c. **Worker**
  - d. Employee
3. Article 13. This term refers to any act of canvassing, enlisting, contracting, transporting, utilizing, hiring, or procuring workers, and includes referrals, contract services, promising or advertising for employment, locally or abroad, whether for profit or not.
  - a. **Recruitment and Placement**
  - b. Job Order
  - c. Human Resource Management
4. Article 13. If an entity offers employment for a fee to one person, shall the said entity be deemed engaged in recruitment and placement?
  - a. Yes
  - b. **No, Article 13 states the entity must offer employment to two or more persons to be deemed engaged in recruitment and placement.**
5. Article 13. This term means any person or entity engaged in recruitment and placement of workers for a fee which is charged, directly or indirectly, from the workers or employers or both.
  - a. **Private fee-charging employment agency**
  - b. Placement agency
  - c. OWWA
6. Article 13: This term refers to a document issued by the Department of Labor authorizing a person or entity to operate a private employment agency.
  - a. Visa
  - b. **License**
  - c. Permit
7. Article 13: This term refers to any person or association engaged in the recruitment and placement of workers, locally or overseas, without charging, directly or indirectly, any fee from the workers or employers.
  - a. **Private recruitment entity**
  - b. OWWA
  - c. Placement Agency
8. Article 13: This term refers to a document issued by the Department of Labor authorizing a person or association to engage in recruitment and placement activities as a private recruitment entity.
  - a. License
  - b. Permit
  - c. **Authority**

# Labor Union Practice Test

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